



## November Spotlight: Change is Inevitable; Effective Personnel Management and Adaptation are Key to Success

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### VIDEO | TED TALKS

#### 5 WAYS TO LEAD IN AN ERA OF CONSTANT CHANGE



Who says change needs to be hard?

Organizational change expert Jim Hemerling thinks adapting in today's constantly-evolving world can be invigorating instead of exhausting. He outlines five imperatives, centered around putting people first, for turning reorganization into an empowering, energizing task for all. (approx. 13 mins)



### SELF ASSESSMENT

#### HOW DO YOU PERSONALLY FEEL ABOUT CHANGE?

Change is hard. One study found that 70% of change efforts fail. Big or small, change efforts seem to run into the same brick walls over and over again. By understanding the basic phases of change and the psychological state of your employees, you can prepare your culture for change and avoid common pitfalls of failed change efforts.

Take this 14 question assessment to find out more about your personal stance on change.

**Mark Murphy is the Founder of Leadership IQ**, a New York Times bestselling author, weekly contributor to Forbes, and ranked as a Top 30 Leadership Guru. Mark Murphy has created some of the biggest ideas in leadership and his work has appeared in The Wall Street Journal, Fortune, Bloomberg BusinessWeek, Time, CNN, The New York Times, Fast Company, Forbes and hundreds more.



## ARTICLE

### THINKING ON YOUR FEET STAYING COOL AND CONFIDENT UNDER PRESSURE

Confidence is key when learning to think on your feet. When you present information, give an opinion or provide suggestions, make sure that you know what you are talking about and that you are well informed. This doesn't mean you have to know everything about everything, but if you are reasonably confident in your knowledge of the subject, that confidence will help you to remain calm and collected even if you are put unexpectedly in the hot seat. The secret of thinking on your feet is to be prepared: learn some skills and tactics, and do some preparation for situations that might put you under pressure. Then when you do find yourself faced with unexpected questions and debate, you'll be ready to draw on these tactics and preparation, and stay poised while you compose your thoughts.



## RECOMMENDED VIRTUAL TRAINING

### HOW TO SPOT FUTURE LEADER POTENTIAL: 5 TIPS FOR IDENTIFYING LEADERS AND MAXIMIZING ROI

#### Upcoming Webinar

**November 30, 2016 | 2:00 pm - 3:00 pm**

**HOW TO SPOT  
FUTURE LEADER  
POTENTIAL 5 Tips  
for Identifying Leaders  
and Maximizing ROI**



**Presented by Rick Lepsinger**

The truth is - the hardest workers or the most loyal employees aren't always the best leaders. They may lack the ability or the ambition to lead, or they may not be highly engaged in our organization because they are more interested in another organization or a different career path.

Participants Will Learn:

- Define success for your leaders
- Spot a high-potential employee and put him or her on the fast track
- Use unconventional training tactics to engage employees
- Incorporate on-the-job experiences into ongoing training
- Use key metrics to measure success